

III. BOARD SELECTION PROCESS

A. Designation of PM/AC Positions.

The MILDEP Review process designates an acquisition program for intensive centralized management by a PM/AC. The annual review looks at the current year PMs/ACs and makes recommendations (such as establishing, disestablishing, downgrading and merging acquisition programs and commands) to the Army Acquisition Executive (AAE) for approval. The Command Select List (CSL) is the end product of the MILDEP Review process. The CSL identifies positions in the category of "Best Qualified" (BQ) (GS-14/15/equivalent personnel demonstration broadband and LTC/COL) or "military only" (Colonel or Lieutenant Colonel) for fill by the Department of the Army centralized Program/Project Manager and Acquisition Command Boards. A "BQ" indicates that both officers and civilians may compete for the position.

B. PM/AC Selection Board Process.

1. The selection of best-qualified individuals to fill PM/AC positions is based on statutory requirements stipulated in DAWIA. Because of the scope of responsibilities and importance of these positions, the Army Chief of Staff CSL board process is used to select the best-qualified individuals. The Secretary of the Army is the convening authority for acquisition command selection boards.
2. The selection board includes civilian and military AAC members who have demonstrated outstanding performance in challenging assignments and who represent various functional area specialties and major commands. By statute, the board must have five or more members and all must be a higher grade or rank than those being considered. Additionally, members must not have served on the previous Acquisition Command and Product/Project Manager Board. Policy requires members to possess a variety of acquisition skills and to be currently serving, or have previously served, as CSL commanders or PM/ACs. Policy also requires minority and female representation and that military members be graduates of the Command and General Staff College (LTC/GS-14 level boards) and/or Senior Staff College (COL/GS-15 level boards). Potential board members are nominated by AMB but are selected by the Department of the Army Secretariat, the organization that conducts central selection boards on behalf of the Secretary of the Army.
3. The Secretary of the Army provides guidance to the board by a Memorandum of Instruction (MOI). The MOI is the only written guidance provided to board members and includes directions regarding equal opportunity, the minimum and maximum number of individuals to be selected, and any special requirements needed for the positions being filled.
4. Board members use the MOI, the person's board file, and their own experience and judgment to paint a word picture of the applicant. The word picture is then automatically converted to a numerical score or vote. The automated system protects the privacy of each vote. Based on the votes of all members, a relative standing list (RSL) is produced. There is one RSL for principals and one for alternates.
5. When the board adjourns, AMB receives the RSL and prepares the slate. ACMs in AMB identify the requirements for each position to be filled, analyze the qualifications of selected individuals, and put "the right person in the right position" to best meet the needs of the Army, while addressing the needs of the individual. The ACMs and Assignment Officers take several factors

into consideration when preparing the slate. No single factor takes precedence over the others and developing a slate is analogous to putting together a complicated jigsaw puzzle. The final slate is a delicate balance between guidance, requirements, experience, and personal preference/issues.

6. Officers and civilians (whether principals or alternates) may decline without prejudice if the request is received within 30 calendar days from the official DA Board command selection list release date. This means that they will remain eligible to compete for command in future eligible years. If received after that date, they may only decline with prejudice. Declining with prejudice eliminates the officer or civilian from consideration for all future command selection in that grade level.
7. There are several reasons for an unscheduled vacancy to occur; e.g., an individual may decline command, leave command early, or the AAE may approve an "out of cycle" new start. Usually these circumstances require the activation of an individual from an alternate list. All alternate activations are briefed to the MILDEP for concurrence and approved by the Director of Officer Personnel Management, HRC. If a qualified, available alternate is activated and his declination is handled as described above.

C. PM/AC Board Timeline.

PM/AC (LTC/GS-14)	List to AMB	Slating Staffed	Slate Approved
December	Late February	March/April	May

Slate Released to PEO Command	PM Notified	AMB Post Slate
May/June	Mid June	Late June

PM/AC (COL/GS-15)	List to AMB	Slating Staffed	Slate Approved
January	Late March	April/May	June

Slate Released to PEO Command	PM Notified	AMB Post Slate
June/July	Mid July	July